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MEMORANDUM FOR: Deputy Director (Support)

SUBJECT: CIA Supergrade Structure

REFERENCE: Attached CIA Supergrade Structure Paper,
dated May 12, 1955.

1. The tone of the paper seems to be that of pursuing the average, i.e., what everybody else is doing. Maybe I am ingenuous, but for a number of years I have felt that if this peculiar business of ours is to succeed we must employ fitting originality as needful. However, maybe what is proposed here is as good as any system we could devise. I would be a little happier about it if we were prepared, and showed evidence of some original thinking.

2. To allocate supergrades on the basis of a component population is very disturbing. Function ought to be the governing basis for the obvious reason the great variety of different kinds of activity within this Agency automatically bespeaks a great difference in levels of people to accomplish the work. This is so self-evident as to not need further elaboration I think.

3. If we go on to a workburden T/O basis instead of component ceiling, there might well be some modification in the numbers of supergrades within a component. However, this is a relatively minor point.

4. New thinking on the part of the Civil Service Commission and the Hoover Task Force in the field of personnel should be weighed in this connection. In essence, the philosophy is to grade the individual in these high ranges and not the job, and the individual carries the grade on his back, and thereby creates a senior Civil Service.

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Chief, Management Staff

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